

EXHIBIT 4

Delashaw v Seattle Times Co., et al.
USDC ~ WDMA Case No. 2:18-cv-00537 JLR

DECLARATION OF JESSICA L. GOLDMAN

From: Cosentino, Andy
Sent: Tuesday, August 12, 2014 10:16 AM PDT
To: Fouke, Sarah Jost; Nora, Peter
CC: Daugherty, Rachelle; Waters, Michael W; Newell, David; Cobbs, Charles; Backous, Douglas; Hanscom, David; Delashaw, Johnny; Monteith, Stephen; Hsiang, John; Oskouian, Rod
Subject: RE: The SNI Program Pool

Sarah, you are correct. To the extent any monies have been withdrawn from your paycheck (toward the SNI Program Pool), or that of your colleagues, it will need to be returned. Rachelle, can your team facilitate this reconciliation. Thanks.....AC

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From: Fouke, Sarah Jost (Sarah Jost, MD)
Sent: Tuesday, August 12, 2014 9:53 AM
To: Cosentino, Andy; Nora, Peter
Subject: RE: The SNI Program Pool

Andy,

It may be a small amount, but monies for the pool have been withdrawn from our compensation for all months dating back to March. I assume that this will be returned to the neurosurgeons at the next pay check and the withdrawals will stop until we have a mechanism for re-instituting some mechanism for shared pooling and / or co management?

Thanks so much - this is unfortunate but not entirely unexpected.

Sarah

From: Cosentino, Andy
Sent: Tuesday, August 12, 2014 9:34 AM
To: Mayberg, Marc; Newell, David; Nora, Peter; Hsiang, John; Fouke, Sarah Jost (Sarah Jost, MD); Cobbs, Charles; Backous, Douglas; Hanscom, David; Oskouian, Rod; Delashaw, Johnny; Monteith, Stephen
Cc: Waters, Michael W; Daugherty, Rachelle; Strumwasser, Todd; Kim, Peter H; Bromen, Colleen
Subject: The SNI Program Pool

Dear surgeons, This communication concerns the SNI Program Pool that was delineated in Section 2, Exhibit B of your recent compensation amendments. As you know, the SNI Program Pool was contemplated as a vehicle by which we could begin to construct a "co-management" function, from which dollars contributed by both physicians and the institution would be

targeted toward program enhancements. But, also as delineated in Section 2., the Program Pool would only be implemented "if, and only if, all Swedish employed neurosurgeons agreed to participate".

Although the majority of surgeons agreed to the SNI Program Pool, there was not unanimous consensus. Hence, by contract, we will not be creating the SNI Program Pool. Having said that, I will be working with the Foundation in the weeks to come to investigate other means of creating a similar program pool.

Swedish continues to be interested in establishing a vehicle by which its surgeons and the Institute can come together, with shared risk, to co-manage a funding source for the betterment of its programs and services. But, at this juncture it will not take the shape or form contemplated in the Amendment to the Physician Employment Agreement.

Please feel free to call me should you have any questions or concerns. Thank you.....AC

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